

Paid Sick Leave Amendments, 8/10/11
Housing, Human Services, Health and Culture Committee

1. Exempt microbusinesses, those with up to 4 FTE's.
Original proposal had no exemptions.
2. Exempt workstudy.
Original proposal had no exemptions.
3. When Tier 3 employer (+250 employees) requires medical documentation of illness, 50% of required medical documentation to be paid by employers.
Original proposal had 100% of medical documentation paid by T3 employers.
4. When employer (+250 employees) requires medical documentation of illness, Employee who declines to participate in the health insurance program offered by his or her employer is not entitled to reimbursement for out-of-pocket expenses.
Original proposal entitled employees not receiving employer provided health insurance - even if offered and declined – to reimbursement of 50% of required medical documentation.
5. When employer requires medical documentation of illness, entitling employee to reimbursement for out-of-pocket expenses, out of pocket medical expenses are limited to the cost of services provided by health care professionals, the services of health care facilities, testing prescribed by health care professionals and transportation to the location where such services are provided.
Original proposal did not define "out of pocket costs."
6. Eligibility to take accrued paid leave after 180 days of employment. *Original proposal had eligibility to take accrued paid leave after 90 days of employment.*
7. If a separation of less than 9 months does occur, the total time of employment required under this subsection for the employee to be become entitled to take leave must be accumulated within two calendar years.
Original proposal did not include 2 year limit on ability to reach the 180 day eligibility.
8. Workers based outside of Seattle would be entitled to begin taking accrued paid sick leave after 120 hours of employment.

Original proposal had workers based outside of Seattle entitled to begin taking accrued paid sick leave after 80 hours of employment.

9. Sick and safe time only needs to be awarded in hourly increments, but can be provided in smaller increments if an employer so chooses. *Original proposal required sick and safe time to be awarded in the smallest increments that the employer's payroll system used to account for absences or other use of time.*
10. Added Severability clause so if a particular portion of the ordinance is found invalid it will not affect the validity of the remainder of this ordinance.
Original proposal lacked a severability clause.
11. Employees are not entitled to compensation for lost tips or commissions and compensation shall only be required for hours that an employee is scheduled to have worked.
Clarification
12. Accrual rates do not apply to hours worked before the ordinance takes effect.
Clarification
13. Stated that ordinance does not prohibit an employer from allowing employees to donate unused accrued paid sick leave to another employee.
Clarification